

Nontenure-track faculty

Faculty in higher education are either tenured, on tenure track, or not on tenure track (those not eligible for tenure). Institutions rely on nontenure-track faculty to respond flexibly to fluctuating enrollments, to fill temporary vacancies, to teach specialized courses, and to reduce costs. While many are accomplished teachers, nontenure-track faculty may lack the training and record of scholarship required for the tenure track. Nontenure-track faculty face job uncertainty, often play no role in academic governance, and may lack job benefits provided to tenure-track faculty. Excessive dependence on nontenure-track faculty could undermine faculty morale and quality of teaching at a college or university.

- The Nation's higher education institutions employed nearly as many nontenure-track as tenure-track faculty in the fall of 1992 (45 and 48 percent, respectively). Another 7 percent of those teaching courses worked in institutions that lacked tenure systems.
- Among institutions with a tenure system, research universities had the lowest percentage of nontenure-track faculty (29 percent), while 2-year colleges had the highest (67 percent).
- Sixty percent of female faculty at institutions with tenure systems were in nontenure-track positions, while 42 percent of male faculty held such positions. This gender difference is only partly explained by females being younger: It also appeared in each age category (see supplemental table 60-1). Moreover, among full-time faculty, females were about twice as likely to be nontenure-track.
- At 4-year institutions, 34 percent of undergraduate courses and 26 percent of graduate courses were taught by nontenure-track faculty (see supplemental table 60-2). Four-year private institutions offered proportionally more courses (both undergraduate and graduate) taught by nontenure-track faculty than did 4-year public institutions.

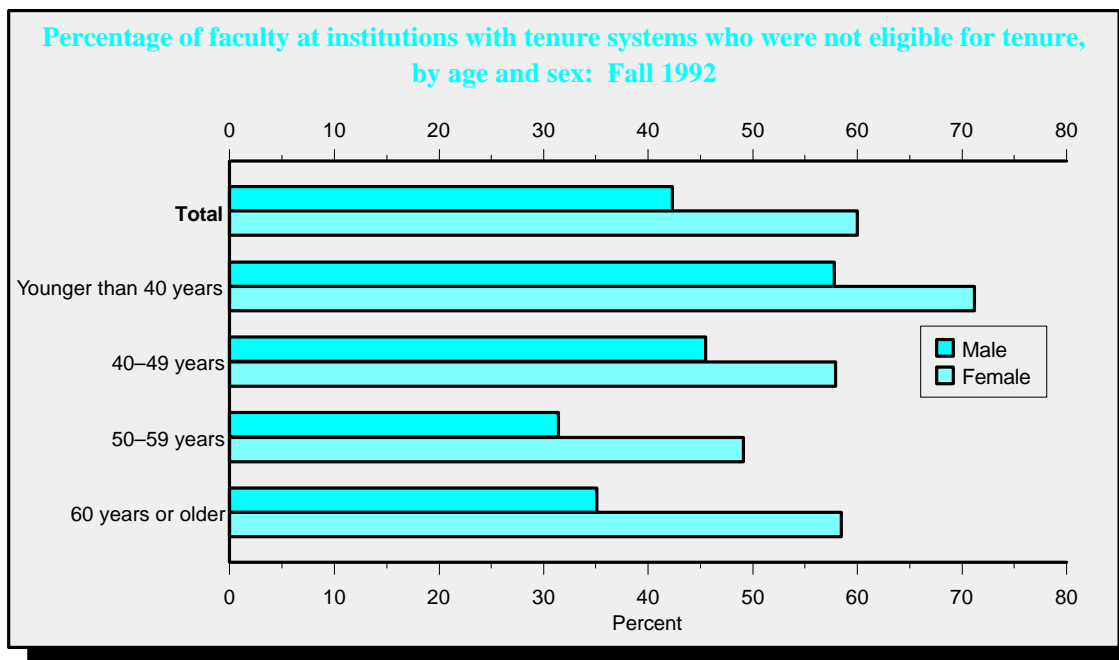
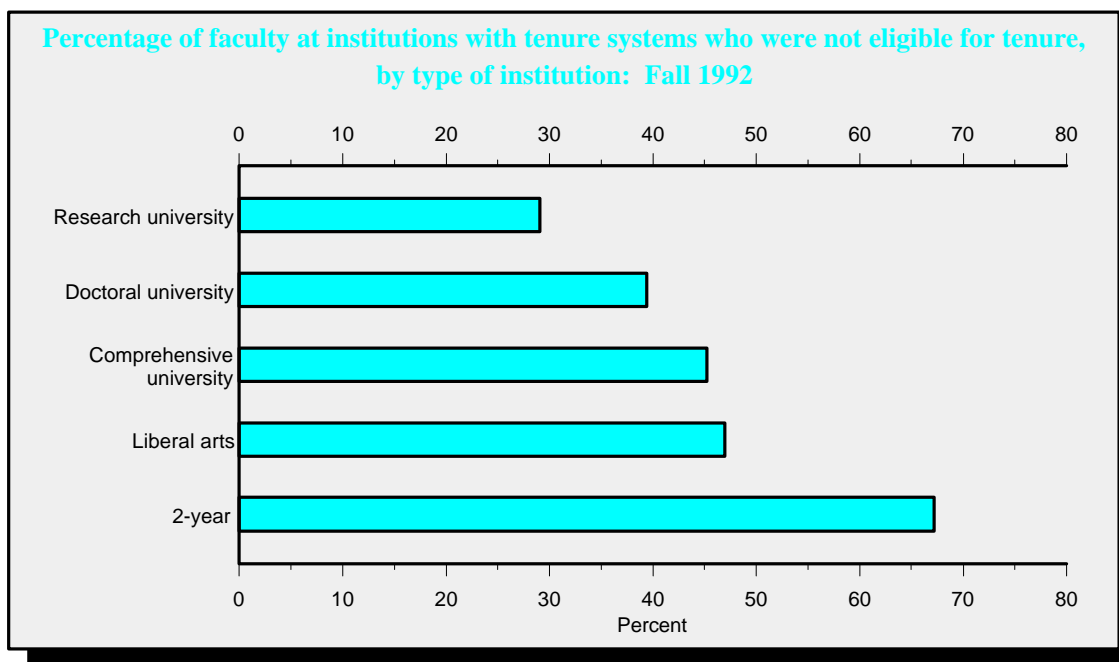
Percentage distribution of faculty's tenure status, by level, control, and type of institution, and faculty members' employment status: Fall 1992

Institutional characteristics and faculty employment status	All institutions			Institutions with tenure systems	
	Tenure-track	Nontenure-track	No tenure system at institution	Tenure-track	Nontenure-track
Total	47.6	45.3	7.1	51.3	48.7
4-year institutions	57.5	38.5	4.0	59.9	40.1
Public	65.6	33.6	0.8	66.2	33.8
Private	46.1	45.4	8.5	50.4	49.6
2-year public	29.2	58.7	12.1	33.3	66.7
Type of institution					
Research university	70.6	28.9	0.5	70.9	29.1
Doctoral university	60.2	39.1	0.7	60.6	39.4
Comprehensive university	53.6	44.3	2.1	54.8	45.2
Liberal arts	48.1	42.7	9.1	53.0	47.0
2-year	28.5	58.4	13.0	32.8	67.2
Other	40.8	35.4	23.9	53.6	46.4
Employment status					
Part-time	4.2	90.6	5.2	4.5	95.5
Full-time	78.9	12.7	8.4	86.2	13.8

NOTE: Included here are faculty and staff who taught at least one course for credit in fall 1992 (a small percentage did not have faculty status). Faculty with clinical appointments were excluded.

SOURCE: U.S. Department of Education, National Center for Education Statistics, National Study of Postsecondary Faculty, 1993.

Nontenure-track faculty: Fall 1992



SOURCE: U.S. Department of Education, National Center for Education Statistics, National Study of Postsecondary Faculty, 1993.

Faculty and instructional staff were included in these tables only if they taught at least one course for credit in fall 1992. A small number of instructional staff who lacked faculty status at sampled institutions were also included, but “faculty” is used for ease of reading. Faculty who reported having a clinical appointment were also excluded, because their tenure status is different from others' and their teaching experience is likely to differ in other fundamental ways from that of faculty as a whole. Table 60-2, which uses courses rather than faculty as the unit of analysis, excludes all courses at 2-year institutions as well as all courses at institutions lacking tenure systems.

Academic discipline

In the 10-category academic discipline typology, Health sciences includes public health and health services administration; Humanities includes history, philosophy/religion, and English as a second language; Natural science includes mathematics, statistics, and computer science; and All other fields includes a range of vocational/technical fields, professional fields (e.g., architecture and law), theology, military studies, multi/interdisciplinary studies, public affairs, and science technologies.

Carnegie classification

Definitions of the Carnegie classifications are as follows:

Research I priority	Offer a full range of baccalaureate through doctoral programs, give high priority to research, and receive \$40 million or more in federal support.
Research II priority	Offer a full range of baccalaureate through doctoral programs, give high priority to research, and receive between \$15.5 and \$40 million in federal support.
Doctoral I least	Offer a full range of baccalaureate through doctoral programs and award at least 40 doctoral degrees annually in five or more disciplines.
Doctoral II least	Offer a full range of baccalaureate through doctoral programs and award at least 10 doctoral degrees in three or more disciplines, or 20 or more doctoral degrees in one or more disciplines.
Comprehensive I	Offer a full range of baccalaureate through master's degree programs and award 40 or more master's degrees annually in one or more disciplines.
Comprehensive II and award	Offer a full range of baccalaureate through master's degree programs and award 20 or more master's degrees annually in one or more disciplines.
Liberal Arts I	Offer primarily undergraduate degrees, award 40 percent or more of their baccalaureate degrees in liberal arts fields, and are restrictive in admission.
Liberal Arts II	Offer primarily undergraduate degrees, award less than 40 percent of their baccalaureate degrees in liberal arts fields, and are restrictive in admission.
2-year	Offer primarily associate of arts certificate or degree programs, and, with few exceptions, do not offer baccalaureate degrees (this group includes community,

junior, and technical colleges).

Other

Offer degrees ranging from bachelor's to doctoral, with at least 50 percent of the degrees awarded in a single discipline (including medical schools and other specialized institutions).

Percentage distribution of faculty's tenure status, by level, control, and type of institution, and faculty members' employment status: Fall 1992

Institutional characteristics and faculty employment status	All institutions			Institutions with tenure systems	
	Tenure- track	Nontenure- track	No tenure system at institution	Tenure- track	Nontenure- track
Total	47.6	45.3	7.1	51.3	48.7
4-year institutions	57.5	38.5	4.0	59.9	40.1
Public	65.6	33.6	0.8	66.2	33.8
Private	46.1	45.4	8.5	50.4	49.6
2-year public	29.2	58.7	12.1	33.3	66.7
Type of institution					
Research university	70.6	28.9	0.5	70.9	29.1
Doctoral university	60.2	39.1	0.7	60.6	39.4
Comprehensive university	53.6	44.3	2.1	54.8	45.2
Liberal arts	48.1	42.7	9.1	53.0	47.0
2-year	28.5	58.4	13.0	32.8	67.2
Other	40.8	35.4	23.9	53.6	46.4
Employment status					
Part-time	4.2	90.6	5.2	4.5	95.5
Full-time	78.9	12.7	8.4	86.2	13.8

NOTE: Included here are faculty and staff who taught at least one course for credit in fall 1992 (a small percentage did not have faculty status). Faculty with clinical appointments were excluded.

SOURCE: U.S. Department of Education, National Center for Education Statistics, National Study of Postsecondary Faculty, 1993.

Table 60-1 Percentage distribution of faculty's tenure status, by selected institutional and faculty characteristics: Fall 1992

Institutional and faculty characteristics	All institutions			Institutions with tenure systems	
	Tenure-track	Nontenure-track	No tenure system at institution	Tenure-track	Nontenure-track
Total	47.6	45.3	7.1	51.3	48.7
Level of institution					
4-year institutions	57.5	38.5	4.0	59.9	40.1
2-year institutions	28.5	58.4	13.0	32.8	67.2
Public institutions					
4-year	65.6	33.6	0.8	66.2	33.8
2-year	29.2	58.7	12.1	33.3	66.7
Private institutions					
4-year	46.1	45.4	8.5	50.4	49.6
2-year	14.8	53.7	31.5	21.6	78.4
Type of institution					
4-year institution	57.5	38.5	4.0	59.9	40.1
University	58.6	38.0	3.4	60.6	39.4
Research university	70.6	28.9	0.5	70.9	29.1
Doctoral university	60.2	39.1	0.7	60.6	39.4
Comprehensive university	53.6	44.3	2.1	54.8	45.2
Liberal arts	48.1	42.7	9.1	53.0	47.0
2-year	28.5	58.4	13.0	32.8	67.2
Other	40.8	35.4	23.9	53.6	46.4
Carnegie classification					
Research university I	69.3	30.1	0.6	69.7	30.3
Research university II	74.0	25.8	0.2	74.2	25.8
Doctoral university I	62.4	37.1	0.5	62.7	37.3
Doctoral university II	57.3	41.7	1.0	57.9	42.1
Comprehensive university I	54.5	43.7	1.8	55.5	44.5
Comprehensive university II	47.7	48.3	4.0	49.7	50.3
Liberal arts I	61.1	35.8	3.0	63.0	37.0
Liberal arts II	38.9	47.6	13.5	45.0	55.0
2-year	28.5	58.4	13.0	32.8	67.2
Other	40.8	35.4	23.9	53.6	46.4
Academic discipline					
Agriculture/home economics	71.9	24.0	4.1	75.0	25.0
Business	42.9	48.7	8.4	46.8	53.2
Education	45.8	49.8	4.4	47.9	52.1
Engineering	60.7	32.5	6.8	65.1	34.9
Fine arts	40.6	49.2	10.1	45.2	54.8
Health sciences	52.8	39.6	7.6	57.1	42.9
Humanities	43.2	49.5	7.3	46.6	53.4
Natural sciences	53.3	40.5	6.2	56.8	43.2
Social sciences	54.7	39.7	5.6	57.9	42.1
All other fields	39.0	53.0	8.1	42.4	57.6

Table 60-1 Percentage distribution of faculty's tenure status, by selected institutional and faculty characteristics: Fall 1992 - Continued

Institutional and faculty characteristics	All institutions			Institutions with tenure systems	
	Tenure-track	Nontenure-track	No tenure system at institution	Tenure-track	Nontenure-track
Academic discipline by level of institution					
Agriculture/home economics, 4-year	80.1	19.0	0.9	80.8	19.2
Agriculture/home economics, 2-year	47.2	38.9	13.9	54.8	45.2
Business, 4-year	53.6	41.5	4.9	56.4	43.6
Business, 2-year	26.2	60.0	13.8	30.4	69.6
Education, 4-year	50.3	47.1	2.6	51.6	48.4
Education, 2-year	31.4	58.5	10.0	34.9	65.1
Engineering, 4-year	70.4	25.6	3.9	73.3	26.7
Engineering, 2-year	33.0	51.8	15.2	38.9	61.1
Fine arts, 4-year	47.6	42.4	10.0	52.9	47.1
Fine arts, 2-year	22.4	67.2	10.5	25.0	75.0
Health sciences, 4-year	61.0	36.3	2.7	62.7	37.3
Health sciences, 2-year	34.0	47.3	18.7	41.8	58.2
Humanities, 4-year	52.1	44.3	3.6	54.0	46.0
Humanities, 2-year	28.9	57.9	13.2	33.3	66.7
Natural sciences, 4-year	68.7	27.8	3.5	71.2	28.8
Natural sciences, 2-year	29.0	60.6	10.4	32.4	67.6
Social sciences, 4-year	63.6	33.3	3.1	65.7	34.3
Social sciences, 2-year	29.6	57.6	12.8	33.9	66.1
All other fields, 4-year	47.5	48.7	3.8	49.4	50.6
All other fields, 2-year	25.7	59.6	14.7	30.1	69.9
Employment status					
Part-time	4.2	90.6	5.2	4.5	95.5
Full-time	78.9	12.7	8.4	86.2	13.8
Sex					
Male	54.1	39.6	6.3	57.7	42.3
Female	36.7	55.0	8.4	40.0	60.0
Employment status by sex					
Part-time					
Male	5.1	89.8	5.2	5.3	94.7
Female	3.2	91.7	5.2	3.3	96.7
Full-time					
Male	83.3	9.7	7.0	89.5	10.5
Female	69.6	18.9	11.5	78.7	21.3
Age by sex					
Younger than 40 years	24.9	68.1	7.1	26.8	73.2
Male	29.2	62.7	8.1	31.8	68.2
Female	20.2	73.9	5.9	21.5	78.5
40–49 years	40.9	52.1	6.9	44.0	56.0
Male	46.1	47.5	6.3	49.2	50.8
Female	34.0	58.3	7.7	36.8	63.2
50–59 years	51.3	41.0	7.7	55.5	44.5
Male	56.8	36.2	7.0	61.1	38.9
Female	42.1	49.1	8.8	46.2	53.8
60 years or older	57.7	35.9	6.5	61.6	38.4
Male	63.7	31.2	5.1	67.1	32.9
Female	41.2	48.6	10.2	45.8	54.2

Table 60-2 Percentage of all courses at 4-year institutions taught by nontenure-track faculty, by selected institutional characteristics and academic discipline: Fall 1992

Institutional characteristics and academic discipline	Graduate courses	Undergraduate courses		
		Total	Lower division	Upper division
Total	26.3	33.7	40.4	30.1
Public institutions				
4-year	17.3	31.3	39.9	26.1
University	17.3	31.1	39.6	26.0
College	0.0	50.0	56.6	43.0
Private institutions				
4-year	40.6	37.6	41.2	37.1
University	40.6	40.1	44.7	38.9
College	*50.2	34.1	36.8	34.1
Type of institution				
Research university	20.8	29.0	36.6	26.4
Doctoral university	23.0	34.9	42.1	31.7
Comprehensive university	31.9	33.9	41.1	29.0
Liberal arts	50.2	34.8	37.9	34.5
Carnegie classification				
Research university I	21.7	31.1	35.7	30.2
Research university II	17.7	25.0	38.1	18.6
Doctoral university I	23.4	32.7	40.9	28.9
Doctoral university II	22.3	37.5	43.4	35.0
Comprehensive university I	28.6	34.2	41.4	29.4
Comprehensive university II	72.1	32.1	39.1	26.5
Liberal arts I	47.5	26.6	28.3	27.3
Liberal arts II	53.2	40.7	44.5	39.7
Other	33.3	42.5	47.3	41.1
Academic discipline				
Agriculture/home economics	4.6	18.4	24.7	15.4
Business	39.0	35.7	47.1	33.1
Education	32.9	36.9	41.2	36.7
Engineering	12.4	27.7	32.3	25.9
Fine arts	32.9	33.8	40.1	34.4
Health sciences	23.5	38.4	43.7	38.3
Humanities	16.8	40.4	50.1	28.6
Natural sciences	12.4	27.2	33.5	18.8
Social sciences	24.3	26.6	27.8	26.7
All other fields	35.3	38.4	45.4	36.4

* Institutions classified as colleges award primarily bachelor's degrees but may also award graduate degrees in a limited number of fields.

NOTE: The first column of the row for 4-year public institutions indicates that 17.3 percent of graduate-level courses offered by these schools were taught by nontenure-track faculty or staff. This table is limited to courses taught at 4-year institutions that had tenure systems. Included here are faculty and staff who taught at least one course for credit in fall 1992 (a small percentage did not have faculty status). Faculty with clinical appointments were excluded.

SOURCE: U.S. Department of Education, National Center for Education Statistics, National Study of Postsecondary Faculty, 1993.

Table B60 Standard errors for the text table in Indicator 60

Institutional characteristics and faculty employment status	All institutions			Institutions with tenure systems	
	Tenure- track	Nontenure- track	No tenure system at institution	Tenure- track	Nontenure- track
Total	0.9	0.8	0.6	0.9	0.9
4-year institutions	1.2	1.0	0.6	1.1	1.1
Public	1.3	1.3	0.4	1.3	1.3
Private	1.9	1.5	1.2	1.7	1.7
2-year public	1.3	1.1	1.2	1.3	1.3
Type of institution					
Research university	2.4	2.3	0.2	2.4	2.4
Doctoral university	2.1	2.1	0.3	2.1	2.1
Comprehensive university	1.8	1.6	0.6	1.6	1.6
Liberal arts	3.5	2.3	2.6	2.9	2.9
2-year	1.3	1.2	1.2	1.3	1.3
Other	4.1	3.7	4.8	4.0	4.0
Employment status					
Part-time	0.4	0.7	0.6	0.4	0.4
Full-time	0.8	0.4	0.7	0.5	0.5

SOURCE: U.S. Department of Education, National Center for Education Statistics, National Study of Postsecondary Faculty, 1993.

Table S60-1 Standard errors for table 60-1

Institutional and faculty characteristics	All institutions			Institutions with tenure systems	
	Tenure-track	Nontenure-track	No tenure system at institution	Tenure-track	Nontenure-track
Total	0.9	0.8	0.6	0.9	0.9
Level of institution					
4-year institutions	1.2	1.0	0.6	1.1	1.1
2-year institutions	1.3	1.2	1.2	1.3	1.3
Public institutions					
4-year	1.3	1.3	0.4	1.3	1.3
2-year	1.3	1.1	1.2	1.3	1.3
Private institutions					
4-year	1.9	1.5	1.2	1.7	1.7
2-year	6.6	8.3	8.6	8.8	8.8
Type of institution					
4-year institution	1.2	1.0	0.6	1.1	1.1
University	1.2	1.1	0.5	1.2	1.2
Research university	2.4	2.3	0.2	2.4	2.4
Doctoral university	2.1	2.1	0.3	2.1	2.1
Comprehensive university	1.8	1.6	0.6	1.6	1.6
Liberal arts	3.5	2.3	2.6	2.9	2.9
2-year	1.3	1.2	1.2	1.3	1.3
Other	4.1	3.7	4.8	4.0	4.0
Carnegie classification					
Research university I	3.1	2.9	0.3	3.0	3.0
Research university II	3.3	3.3	0.1	3.3	3.3
Doctoral university I	2.4	2.4	0.4	2.5	2.5
Doctoral university II	3.4	3.4	0.6	3.4	3.4
Comprehensive university I	2.0	1.7	0.7	1.8	1.8
Comprehensive university II	4.2	3.7	1.8	4.0	4.0
Liberal arts I	4.0	3.3	2.2	3.5	3.5
Liberal arts II	4.4	2.8	4.1	3.7	3.7
2-year	1.3	1.2	1.2	1.3	1.3
Other	4.1	3.7	4.8	4.0	4.0
Academic discipline					
Agriculture/home economics	3.8	3.7	1.2	3.8	3.8
Business	1.8	1.7	1.2	1.9	1.9
Education	1.9	2.0	0.7	2.0	2.0
Engineering	3.1	3.1	1.6	3.2	3.2
Fine arts	2.3	2.1	2.7	1.9	1.9
Health sciences	2.1	1.9	1.2	2.1	2.1
Humanities	1.2	1.1	0.8	1.2	1.2
Natural sciences	1.6	1.6	0.7	1.7	1.7
Social sciences	1.8	1.6	0.7	1.8	1.8
All other fields	1.4	1.4	0.9	1.4	1.4

Table S60-1 Standard errors for table 60-1 - Continued

Institutional and faculty characteristics	All institutions			Institutions with tenure systems	
	Tenure-track	Nontenure-track	No tenure system at institution	Tenure-track	Nontenure-track
Academic discipline by level of institution					
Agriculture/home economics, 4-year	4.2	4.2	0.6	4.2	4.2
Agriculture/home economics, 2-year	5.9	6.1	4.5	6.5	6.5
Business, 4-year	2.8	2.3	1.5	2.5	2.5
Business, 2-year	2.1	2.5	2.0	2.4	2.4
Education, 4-year	2.3	2.3	0.8	2.4	2.4
Education, 2-year	3.3	3.6	1.7	3.7	3.7
Engineering, 4-year	3.7	3.6	1.9	3.6	3.6
Engineering, 2-year	4.8	5.3	3.2	5.6	5.6
Fine arts, 4-year	3.1	2.4	3.6	2.4	2.4
Fine arts, 2-year	2.6	3.1	2.1	2.9	2.9
Health sciences, 4-year	2.6	2.4	1.0	2.5	2.5
Health sciences, 2-year	3.1	3.0	2.8	3.3	3.3
Humanities, 4-year	1.5	1.5	0.7	1.5	1.5
Humanities, 2-year	2.0	1.7	1.8	2.0	2.0
Natural sciences, 4-year	1.7	1.5	0.7	1.6	1.6
Natural sciences, 2-year	2.0	2.3	1.4	2.2	2.2
Social sciences, 4-year	2.2	2.0	0.8	2.1	2.1
Social sciences, 2-year	2.5	2.6	1.7	2.7	2.7
All other fields, 4-year	1.9	1.8	0.7	1.9	1.9
All other fields, 2-year	1.8	2.2	1.9	2.0	2.0
Employment status					
Part-time	0.4	0.7	0.6	0.4	0.4
Full-time	0.8	0.4	0.7	0.5	0.5
Sex					
Male	1.1	1.0	0.5	1.0	1.0
Female	0.9	0.9	0.8	0.9	0.9
Employment status, by sex					
Part-time					
Male	0.7	0.9	0.7	0.7	0.7
Female	0.4	0.7	0.6	0.4	0.4
Full-time					
Male	0.8	0.4	0.7	0.5	0.5
Female	1.3	0.8	1.1	0.9	0.9
Age by sex					
Younger than 40 years	1.2	1.2	0.7	1.3	1.3
Male	1.7	1.7	0.8	1.7	1.7
Female	1.2	1.4	0.8	1.3	1.3
40-49 years	1.1	1.0	0.7	1.1	1.1
Male	1.4	1.3	0.8	1.4	1.4
Female	1.2	1.2	0.8	1.2	1.2
50-59 years	1.2	1.1	0.6	1.2	1.2
Male	1.4	1.3	0.6	1.4	1.4
Female	1.6	1.6	1.1	1.6	1.6
60 years or older	1.8	1.7	0.7	1.8	1.8
Male	1.9	1.8	0.7	1.9	1.9
Female	2.4	2.7	1.8	2.7	2.7

Table S60-1 Standard errors for table 60-1 - Continued

Institutional and faculty characteristics	All institutions			Institutions with tenure systems	
	Tenure-track	Nontenure-track	No tenure system at institution	Tenure-track	Nontenure-track
Academic rank					
Professor	1.4	1.1	0.9	1.1	1.1
Associate professor	1.4	1.2	0.7	1.2	1.2
Assistant professor	1.5	1.3	0.8	1.4	1.4
Instructor	0.7	0.9	0.8	0.8	0.8
Lecturer	0.8	1.0	0.6	0.8	0.8
Other	1.8	2.5	1.9	2.0	2.0
Faculty status					
Has	0.9	0.8	0.6	0.9	0.9
Does not have	0.4	0.8	0.8	0.4	0.4
Race/ethnicity					
American Indian/Alaskan Native	5.3	6.0	3.8	5.9	5.9
Asian/Pacific Islander	2.3	2.2	0.8	2.3	2.3
Black	2.1	2.0	0.9	2.1	2.1
Hispanic	2.6	2.7	1.1	2.7	2.7
White	1.0	0.9	0.6	0.9	0.9

SOURCE: U.S. Department of Education, National Center for Education Statistics, National Study of Postsecondary Faculty, 1993.

Table S60-2 Standard errors for table 60-2

Institutional characteristics and academic discipline	Graduate courses	Undergraduate courses		
		Total	Lower division	Upper division
Total	1.6	1.0	1.3	1.0
Public institutions				
4-year	1.4	1.2	1.8	1.1
University	1.4	1.2	1.8	1.1
College	0.0	5.6	10.3	3.5
Private institutions				
4-year	3.2	1.7	1.9	1.9
University	3.5	2.3	2.4	2.6
College	6.9	2.5	3.0	2.8
Type of institution				
Research university	3.0	2.1	3.1	2.2
Doctoral university	2.0	2.3	2.8	2.7
Comprehensive university	2.9	1.4	1.9	1.4
Liberal arts	6.9	2.4	3.1	2.6
Carnegie classification				
Research university I	3.8	2.5	4.1	2.7
Research university II	3.3	3.5	4.9	2.9
Doctoral university I	2.9	2.6	3.8	2.8
Doctoral university II	2.7	3.8	4.1	4.5
Comprehensive university I	3.0	1.6	2.1	1.6
Comprehensive university II	8.1	3.3	3.8	3.6
Liberal arts I	10.2	3.0	3.5	3.7
Liberal arts II	9.2	3.2	4.1	3.5
Other	5.0	5.8	7.0	6.4
Academic discipline				
Agriculture/home economics	3.4	3.9	6.0	4.4
Business	5.6	2.6	3.9	2.9
Education	4.1	2.4	3.8	2.7
Engineering	4.0	4.9	7.4	4.1
Fine arts	6.5	2.3	3.1	2.8
Health sciences	3.2	3.4	6.9	3.2
Humanities	3.4	1.5	1.8	1.9
Natural sciences	2.0	1.6	1.9	1.8
Social sciences	4.0	1.9	2.3	2.3
All other fields	3.0	2.0	3.6	2.4

SOURCE: U.S. Department of Education, National Center for Education Statistics, National Study of Postsecondary Faculty, 1993.